

**TOWN OF CENTREVILLE**  
**RECRUITMENT ANNOUNCEMENT**

**Chief of Police**

**Overview –**

The Centreville Chief of Police must have the balance of job experience and skills, coupled with the drive and ability to be a successful problem solver and government/community liaison. In this critical position the Chief must be able to be perceptive and deal with current and ongoing issues, while offering a vision for their Department that creates a stabilizing environment for both the officers and the Town.

**Critical Requirements –**

The Chief must have the proven experience to both know and understand the complex issues associated with the operational and administrative aspects of a full service police department. In this role the Chief must have a formal background of an advanced education and full service police experience.

The successful candidate should have at a minimum a Bachelor's Degree in a core curriculum of advanced studies. The candidate should also have a reasonable amount of proven police experience gained through full time police employment. This police experience should include functioning in all phases of a full law enforcement operation, to include: traffic and road patrol, basic and advanced criminal investigation, administrative case investigation; leadership and police administration, governmental/community interaction and support, and the demonstration of leadership skills and experience.

As a community leader, the Chief must be able to lead and guide both the officers and the citizens that they serve. Attributes of effective communication and a personality that exudes skill, confidence and respect are essential. The Chief serves as an extension of the Town government and thus must speak with joint responsibilities of providing effective law enforcement while representing the government that they serve.

The Chief must absolutely have the ability to be fair minded, unbiased, non-judgmental, and understanding of the needs and expectations of those that they serve. These traits will also be reflective in the total management of the Department and in the hiring practices, procedures, and policies that guide and govern the officers of the Department.

**Operational Aspects -**

This position will be a “working Chief” who will have a hands on approach on a daily basis to the management of the officers and the operations of the Department. In this role, all issues of a normal police operation will tap and task the Chief's skills. Issues may involve, but will not be limited to: direct supervision of the officers, the creation and implementation of operational policy and plans, the sufficient staffing of shifts, employee development and progression, outreach to the Town and its citizens, and the resolution of police and administrative issues that may face the Department on a daily basis. The ability to structure and maximize the efficiency of the officers and the Department will be part of this process through: refinement of operational police policy and practices, planning and developing a strategy and vision for the future, the identification and preparation of budgetary issues and impact, and the ability to implement proven plans and programs that enhance officer effectiveness while balancing the total needs of the community.

This position demands the full time, attention, and proven skills of the Chief who assumes it. It is developed and geared for the fully involved police professional that seeks to make a difference with their officers, and who wants to leave a successful mark of respect and trust in the community.

### **Personal abilities/requirements –**

The Chief must be able to become fully certified by the Maryland Police Training Commission. The Chief must also be fully prepared to face a full and comprehensive background investigation that may involve financial aspects in addition to polygraph, medical, and mental health assessments. A full and complete release of previous employment files will be an essential requirement for consideration. All aspects of an applicant's background and information provided (education, experience, etc.) will be subject to audit and review for verification. The applicant may face an interview board of other police chiefs and police professionals who may be part of the selection process.

### **Growth and accountability –**

The position of Chief of Police for the Town of Centreville is a rewarding and exceptional opportunity for a police professional that desires to expand their abilities to the next level. In this role, the leadership and guidance offered to the officers in the Department and the citizens in the community will be the ultimate challenge of one's abilities – and the satisfaction through the rewards that will follow. This is the optimal situation and opportunity that awaits the candidate who is seeking to guide and direct others through their own experiences and to impart upon the officers the skills and abilities that they have earned and achieved. If there was ever the right time and the right Department to find success and to further a chosen career of law enforcement – this is it.

### **Questions and concerns –**

Applicants should consult with the Town Manager, Mr. Royden Powell (410-758-1180) for more details concerning the aspects and further requirements for this position. Work skills and educational requirements may be factored in to the applicant selection process; serving to balance position requirements with the “total package” concept. That will be established on a case by case basis, and may be coupled with other relevant elements such as the background investigation and interview panel process. Salary and further employment conditions and terms can be addressed through the Town Manager.

### **Application –**

Additional information is available on the Town's website, [www.centreville-md.org](http://www.centreville-md.org), or by contacting Town Hall at 410-758-1180. Applications will be accepted through August 12, 2005. Interested candidates should submit a resume to Royden N. Powell, III, Town Manager, 101 Lawyers Row, Centreville, Maryland 21617.